THE WOMEN'S INDUSTRIAL NEWS

ORGAN OF THE WOMEN'S INDUSTRIAL COUNCIL (Incorporated),
6 YORK BUILDINGS, ADELPHI, STRAND, LONDON, W.C.2.

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6 YORK BUILDINGS, ADELPHI, STRAND, LONDON, W.C.

VOL. XXI.—NEW SERIES. *No.* 81.—*APRIL*, 1918.

ANNUAL REPORT.

THE Executive Committee has decided not to issue the Annual Report in its usual form this year. The shortage of paper and expense of printing render economies necessary, so the usual Committee lists and reports, and the lists of Members and Subscribers are omitted. These lists are typed and filed at the office, and can be seen by any member at any time by appointment with the Secretary.

The Executive Committee have to regret the retirement through ill-health of Mr. Herbert Burrows, who has been a member of the Committee for many years. He is still able, however, to retain his Vice-Presidency.

In March the Secretary, Mrs. Chettle, resigned from the post, which she had held for only six months (having been appointed at first temporarily, on the sudden illness of her predecessor). We have been fortunate in securing the services as Secretary of Mrs. Boyd Dawson. She was for seven years a member of the Executive Committee, and worked also on the Legal and Investigation Committee, of which she was Vice-Chairman. Mrs. Dawson's intimate knowledge of industrial conditions, her experience as Inspector of Workshops and on Juvenile Advisory Committees have already been of great value to the Council; the renewed activity that has marked her first months of office augur well for the future.

With a considerable increase in work the Council's financial position is far from satisfactory. There was a balance in hand at the end of the last year of £117, whereas there is now a deficit of £15. In other words, the expenditure has exceeded the income by £139. This is partly accounted for by heavy expenses in connection with the Industry and Motherhood Inquiry, but also in no small degree by diminished income. Many members have suspended their subscriptions during the war, others have given reduced amounts, while some have resigned altogether. All the time expenses are mounting ever higher. The increase in the cost of stationery and printing alone is trebled, and is likely to be raised still further in the ensuing year. It is therefore imperative to ask all members and subscribers to consider seriously whether they can: (*a*) increase

their subscriptions ; and (*b*) interest others in the work of the Council and add to the membership. The amount of subscription is optional (minimum 1*s*.).

The work of the Council has increased very largely during the past year. The more thoughtful minds of the community are occupied with the problems of reconstruction ; and the future position of women in industrial life, with which the Council is concerned, is one of the most difficult and complex of those problems. The Council is, therefore, in a position to render great service to the country on these matters, and its counsel, help, and advice are sought increasingly. But each additional item of work entails additional expense.

Early in the year the Investigation Committee undertook a survey of temporary War Workers, in order to find out what provision was being made for the demobilisation of the thousands of women now either taking the place of men, or doing work directly connected with the war, and therefore of a temporary character. This survey was undertaken at the instigation of Miss Jeannette Franklin, who, with the help of Miss Ashford and other members of the Committee, successfully carried it through during the spring. The Committee came to the unanimous conclusion that too little attention was being given to the case of the temporary women clerks, a body of workers singularly lacking in organisation and cohesion, and for that reason the most difficult to deal with.

The deliberations of the Committee resulted in the formation of the Joint Committee on Post-War Unemployment of Women Clerks, who organised a very successful " Pocket Money Workers " Conference on November 1, and are continuing their work by inquiry into alternative occupations, including Overseas employment. On this Joint Committee are representatives of the principal Clerical Workers' Unions, as well as of other societies interested in the employment of women, viz. : the National Union of Clerks, Association of Women Clerks and Secretaries, Women's Service, G.F.S., Federation of Working Girls' Clubs, Y.W.C.A., Association of Women Clerks in the Civil Service, and the Women's Interests' Committee.

The Industry and Motherhood Inquiry is more than half finished, the first part was published in October, 1917, the second and third parts are expected in January and April. The inquiry has been an exceedingly difficult one. In the first instance Miss Black made an intensive investigation into the laundry trade in Acton, comparing minutely and carefully the health of the mothers working in laundries with those in the same district and of the same standard of life who did not go out to work. The results of this portion of the Investigation forms Part II.

It was then decided to approach the problem from another point of view, taking the cases, entirely unselected, back from maternity to industry. First, it was necessary to ascertain the health and well-being of the infants and mothers, and this is now being done by

taking cases from Lying-in Hospitals and Maternity Wards. Visits have also been paid to a number of Infant Welfare Centres, and much information and valuable material has been collected from them, although in few instances only are details kept of the mother's industrial occupation. It is now intended to trace a number of maternity cases from the hospitals back to the industry or occupation followed in adolescence. A comparative investigation of the tabulated cases may reveal whether or no industry bears any actual relationship to infant mortality or maternity.

Domestic Service.—It has long been a cause of reproach that domestic service, the one industrial occupation that is entirely in the hands of women, has been the source of more unrest and more dissatisfaction, both to employers and employed, than any other.

Following on the investigation and publication of Miss Butler's book on 'Domestic Service,' the Executive Committee decided to re-open the subject, and a small but keenly interested Sub-Committee was formed in June to work out a scheme of employment which would make domestic service an acceptable occupation to women of better educational attainments than those who have hitherto adopted it. The Committee realised at once that conditions of work would have to be very largely altered in order to do this, and have outlined a scheme for daily service, which would, in their opinion, be of practical value in towns, and for a large proportion of middle-class households.

The scheme only attempts to deal with a portion of the problem, but the Committee felt that the time was ripe for the Scheme to be launched, and it is to form the subject for a Conference at the Annual Meeting.

Special Investigation.—In September Lord Henry Bentinck asked the Council to undertake a special investigation into the hours of labour in relation to output. For this it was necessary to employ a whole time investigator. The Committee were fortunate in being able to secure the services of Mrs. Croom-Johnson, who has carried the work through with most satisfactory results. Several members of the Committee were able to give valuable help and advice, both in the collection of data and in drawing up the report.

The Committee are anxious to make the best use of the Council's experience in special investigations, and have made arrangements to undertake more work of the kind. To this end they have written to some Members of Parliament suggesting that they should make use of the Council, either for special investigations or for information relating to the industrial position of women and children. A fee of 10*s.* is the charge for answering questions and small inquiries, or an annual subscription of £2 2*s.* The fee for special investigations entailing original research would vary in each case, according to the amount of time required.

COMMITTEES.

The Legal and Investigation Committees have continued to meet conjointly, and this arrangement will be continued until the need

arrives for the special services of the Legal Committee. Attendance at Committees have been well maintained, and much interesting work has been dealt with. The Joint Committee of Post-War Unemployment is now a Sub-Committee on the Legal and Investigation Committee, as is also the Industry and Motherhood Inquiry Sub-Committee.

The Education Committee met regularly during the summer, and discussed points arising out of the Education Bill, formulating a policy on continued education, &c. Since, however, the Bill has been withdrawn, the Committee *have suspended their meetings until the new Bill is introduced.*

The Publications Committee, owing to war conditions, has had no special publications to deal with and has, in consequence, enlarged its scope, and membership, and is now known as the Press and Publications Committee. It is prepared to deal with all the publicity department of the Council, and should prove a valuable help in making known the Council's work.

The Executive Committee, in placing this short record of the work of the past year before the members and subscribers, hope that the latter will realise that much important work is in hand, and that much more yet remains for the Council to undertake. This is a time when all societies with specialised knowledge of women's work and position in the industrial world are of exceptional value. Were greater support assured, more work could be done. Now is the time when the fruits of twenty-three years' unremitting work should be reaped, and when the experience gained by the Council should be brought to bear on the pressing problems of the wage-earning women of this country.

COUNCIL NOTES.

The Annual Meeting, which was to have been held at 24 Park Lane, had to be transferred at the last moment, owing to Lord Brassey's death, and Mrs. Herbert Samuel kindly offered her house for the meeting, at very short notice.

There were twenty-two members present at the meeting, and the formal business was transacted in a short time. Nineteen new members were nominated and elected to the Council, and the election of Committees, Hon. Auditors, and Hon. Consulting Solicitors were effected. Miss M. C. McLaren was proposed, seconded, and elected Hon. Treasurer for the ensuing year.

As Hon. Assistant Treasurer, Miss McLaren made a statement on the finances of the Council and urged the members present to use all the effort in their power to increase the financial resources of the Council, whose work is being crippled and hampered from lack of funds.

REPORT OF THE CONFERENCE ON THE RE-ORGANIZATION OF DOMESTIC SERVICE AS A MODERN INDUSTRY.

Held by kind permission of Mrs. Herbert Samuel at 31 Porchester Terrace, on Wednesday, February 27, 1918.

THERE were present 112 people, mainly members of the Council and their friends (not including the speakers). Several domestic workers and representatives of agencies were also among the audience.

Mrs. Herbert Samuel (in the chair) spoke of the exhaustive inquiry that was made by the Council in 1912–14 into the conditions of Domestic Service and of the Report issued in 1916.

She stated that as the outcome of the Inquiry the Council had built up a Scheme for the re-organization of domestic work, basing the Scheme on the two objections to the present system which had been emphasised by almost every domestic worker who was consulted. These objections were: (*a*) the "living-in" system, and (*b*) the inferior social status accorded to the domestic servant. Mrs. Samuel laid special emphasis on the desire for wider and better education for domestic workers, and quoted a remark made to her twenty-five years ago by the late Felix Moscheles that a stonemason would be a better stonemason if he could also play the piano. Even before the war we had the problem of domestic service, but war conditions had accentuated the difficulties.

The Council proposed that, in order to meet the objections of the workers, domestic work should be arranged like any other modern industry on the plan of daily work, for fixed hours, with definite meal-times, and fixed rates of payment. It was recognised that this would not be universally possible, and Mrs. Samuel instanced country districts, the homes of elderly and invalid persons, &c., where continuous service would still be necessary. In the majority of cases, however, daily service was not only possible but inevitable, and households would have to be re-modelled to fit the changed conditions. Employers would modify their demands on the workers' services. Where the service is paid for by the hour, the employer does not want to increase the length of time she has to pay for. The same motive would also create an effective demand for improved housing and the use of labour-saving devices.

MRS. ERNESTINE MILLS, in rising to present the Scheme to the Conference, said that in her opinion a drastic change in the conditions of domestic service was inevitable, and something on the lines of the Council's Scheme would have to be adopted. To begin with the social status, on which so much emphasis was rightly laid, there was a time when nursing, now an honoured profession, was ranked even lower than domestic service is now. There is therefore hope that the status will be raised, and it is by some means such as those proposed by the Council that this will be done.

Two things were in her opinion essential, a really attractive and well-designed uniform and a new name. The latter was even more important than the former, and it would tax the brains of the promoters of the scheme to find some attractive generic name by which the worker could be called in the way that the name "Nurse" is now used.

With regard to employers, there was need for a better adjustment of ideas. Many old prejudices and pre-conceived ideas would have to go, and this work must be brought into line with other modern industries if we were to have any peace in our domestic lives. She characterised the present system as a shameless relic of feudal days, and wondered that the workers had borne with it so long.

Mrs. Mills read the Scheme to the Conference at the conclusion of her speech.

Miss Deane, Senior Organiser for the Ministry of Labour (S.W. division), spoke of the exodus of women from domestic service during the whole period of the war. Domestic service is *not* on the whole a badly paid industry, in some branches it is very highly paid, so that it was not for economic reasons that thousands of women flocked from that occupation into the munition factories, the W.A.A.C., and W.R.E.N.S.

These women would later be discharged and there would be a great problem before the country as to how they were to be absorbed into industry. In domestic work we had the industry awaiting them, but we could not ask them to return, when they had shown so definitely and decidedly that they disliked the conditions under which it was now performed. To induce and urge them to return under those conditions would not solve the unrest and dissatisfaction, and the old troubles would begin all over again, accentuated by the upheaval of the war period. It was a matter on which women had little cause for congratulation, that the occupation which had been entirely in their hands, both as employer and employed, was in a state of greater unrest and dissatisfaction, on both sides, than almost any other. There was a great need of better training if the status were to be raised, and in this we must look to the young and see that they had every opportunity of learning the job thoroughly. At present there were very few girls going into domestic service, they were choosing any other kind of work in preference. In discussion of this kind emphasis was always laid on the comfortable conditions obtainable in large upper or middle-class houses. These places are, however, in the vast minority; the largest number of domestic servants are working single-handed and the drudges in the seaside lodging and boarding houses have a very unenviable lot. We should not judge of the whole service from its most favourable aspect.

Mrs. Freeman spoke of the country districts which she specially represented. She said the daughters of farmers and small country shop-keepers were all anxious to leave the country and to come into the towns. They would not go into domestic service as it is at present,

but try always to get places as shop assistants or clerks. They are usually untrained, and often unsuitable for this work, whereas they are well trained in domestic work and do it well. She had developed a scheme somewhat similar to that of the Council many years ago, but had always been debarred from carrying it out for lack of capital. She felt quite sure that if once started, especially in the industrial provincial towns, there would be a great response.

Miss Emma Splatt spoke of her twenty-five years' experience of domestic service, twenty years of which she had spent in one situation. She had made inquiries among all her friends and could not hear of a single young girl who was going into domestic work. The young people of the present day would do anything else rather than that. It is therefore time that some change was made in the conditions of service.

She felt quite sure that could she have her life over again she would not choose this vocation, though the life presents many advantages and the work is pre-eminently womanly work and very healthy.

Great responsibility for the distaste for domestic service lies upon those who build our houses, which entail a needless amount of carrying heavy trays, coals, &c., up and down stairs. The life is one of many deprivations. Girls have very little individual life and few companions. Those under the same roof, and with whom they are constantly associated have the same interests, the same life, the same work, and there is no change and no new topic of conversation. Servants have little or no opportunities for intellectual improvement, their work prevents them from attending lectures or classes.

A system of domestic service where the workers lived away from their work would render it very much more attractive. A system of better training, so that the workers were thoroughly competent, would raise the social status of the workers. Miss Splatt welcomed the Scheme and gave it hearty support.

Seven members of the audience contributed to the discussion: Mrs. Geo. Arbuthnot, G.F.S., Mrs. Crawford, Mrs. Hinchley, Mrs. Hilliard, Mrs. Ferguson, Mrs. Dunbar, and Mr. Blizzard (Domestic Workers Friendly Society). There were also many questions asked.

All the speakers supported the Scheme and agreed that some alteration, such as that proposed by the Council, was necessary. Miss Tucker proposed the following resolution, which was seconded by Mrs. Frazer, and carried:—

> "That this Conference ask the Women's Industrial Council to form a Committee to give practical effect to the proposals outlined in the Scheme."

In accordance with this resolution a Joint Provisional Committee has been formed (with power to add to their number), on which the following have consented to serve, in addition to the Domestic Service Sub-Committee of the Council which drew up the Scheme: Mrs. Ernestine Mills, Mrs. C. S. Peel, Miss Emma Splatt.

This Committee has already selected the area for the first centre, one of the outer suburbs of London, and hopes to start the scheme there very shortly. It has been decided to adopt the name "Household Orderly Corps," and to enrol in each district where the Scheme is put into operation a Guild of Employers, as well as a Corps of Workers. Local co-operation is essential, and any readers of the *News* willing to help in establishing a branch in their own district are asked to write for further particulars to the Secretary of the Council.

REPORT OF THE JOINT COMMITTEE FOR THE POST-WAR EMPLOYMENT OF WOMEN CLERKS.

In the spring of 1917 a Sub-Committee of the Investigation Committee of the Women's Industrial Council was formed to consider the subject of women's employment after the war.

After considerable investigation the Committee reported that, while the question of the future employment of women in the industrial world was apparently being fully considered, there was considerable danger to the labour market, in the large numbers of clerks now employed in Government offices for whom no plans were apparently being made.

It was pointed out that many of these women and girls had not worked before, were largely untrained, and were not receiving any training of lasting value in their work, and that, by reason of their home circumstances, were willing during the war to work at "pocket-money" wages, and would possibly continue to do so afterwards, to the great detriment of the woman clerk who was dependent on her earnings.

A Joint Committee was therefore formed of societies interested in the employment of women clerks and likely to provide avenues of employment for those wishing to work after the war. The various unions of clerks and secretaries, the Y.W.C.A. and the G.F.S., the suffrage societies and the Fabian Women sent representatives, with a nucleus of members of the Women's Industrial Council, in whose office the work was carried out.

It was estimated that the women leaving the Government Offices after the war would fall into three main classes :—

1. Those who wished to leave the labour market altogether.
2. Those who wished to remain at work, but were not necessarily dependent on their earnings.
3. Those who would be forced to live on their earnings, either as clerks or in some other occupation.

The Committee felt that for the two former classes it was necessary to consider the following points :—

1. That those women who did not actually need to earn their living must be educated to demand a living standard of

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THE WOMEN'S INDUSTRIAL COUNCIL.

INCOME AND EXPENDITURE ACCOUNT.

Year ending 31st October, 1917.

Expenditure.	£	s.	d.
To Postage, Telegrams, &c.	30	16	5
„ Stationery	7	13	0
„ Subscriptions to other Societies, Advertising, Commission, Sundry Expenses, &c.	10	10	2½
„ Printing	37	4	3
„ Rent	57	2	6
„ Office Expenses	18	9	9½
„ Salaries and Assistance	363	5	6
„ Investigation Expenses	3	12	8
	£528	14	4

Income.	£	s.	d.	£	s.	d.
By Subscriptions—Members	95	12	0			
Subscribers	66	11	6	162	3	6
„ Donations—Members ..	54	14	1			
Subscribers ..	77	5	1	131	19	2
„ Lectures, Fees, and Donations				3	18	8
„ Literature Sales	38	8	1			
Annual ..	9	17	3	48	5	4
„ News Sales				34	4	4
„ Advertisements				4	0	0
„ Sundries				4	5	4
				£388	16	4
„ Balance, being Excess of Expenditure over Income				139	18	0
				£528	14	4

BALANCE SHEET.

31st October, 1917.

Liabilities.	£ s. d.	£ s. d.	Assets.	£ s. d.
To Capital Account, Nov. 1, 1916	148 18 6½		By Office Furniture	29 6 0
Less Excess Expenditure over Income for year ..	139 18 0	9 0 6½	„ Cash in Hand	3 16 10½
„ Outstandings	8 12 0			
„ Overdraft at Bank ..	15 10 4			
		24 2 4		
		£33 2 10½		£33 2 10½

We have examined the foregoing accounts with the books and vouchers of the Council, and certify same to be correct and in accordance therewith.

25th January, 1918.

40 Trinity Square,
Tower Hill, E.C.3.

H. WAISSEN WILSON & CO.,
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wages in order not to lower the rate of earnings of the profession as a whole.

2. That a clearing-house for voluntary workers should be formed, so that women who had come to realise the need and pleasure of work could find what was suited to their capacity, and so help to clear the labour market if the supply of women dependent on their earnings exceeded the demand for their services.

3. That while the need for a definite training and standard of work for a clerk should be impressed on those wishing to stay in the profession, an inquiry into all other openings should be made and laid before the women workers that they might consider alternative employments, if they thought it would be for their future good.

This has therefore been the work of the Joint Committee during the past six months, and has been accomplished in the following ways :—

A Conference was held on the ' Pocket-Money Wage-Earner ' in November. It was largely attended by representatives of all societies interested in women's work, and articles on the subject were published in all sections of the press. The aim of the Conference was educational, and it was hoped to bring to the attention of the women clerks themselves by this means the danger of undercutting, and to instigate societies to impress this idea on their members. The chair was taken by Lord Henry Bentinck, and Miss Lena Ashwell, Miss Violet Markham, and Miss Dunn of the Women's Trade Union League spoke on the subject.

Another Conference was held at 58 Victoria Street, by kind invitation of the London Society for Women's Suffrage, of women supervisors of banks and welfare supervisors of Government offices. The Committee obtained from them a great deal of information as to number and types of women who would be likely to be thrown out of work after the war, and discussion led the meeting to emphasise the need of the inquiry into alternative trades after the war, and of putting the facts before those who would probably then need work.

The Committee then set to work on the necessary inquiry into alternative trades, and is now in a position to put any one who needs information in the right channel for obtaining it. As a result of the inquiry into alternative trades, the Committee came to the conclusion that it would be unwise to publish at present any list of openings or alternative occupations, as the conditions of trade must necessarily alter from day to day during the continuation of the war.

During the war, however, the Women's Service Bureau, established in connection with the London Society for Women's Suffrage, have been investigating particulars of women's work, and have been publishing from time to time pamphlets showing what avenues are opening. Through their representative on the Joint Committee they have consented to supply all information they are

collecting as to women's work after the war, laying particular emphasis on :—

1. The time likely to be taken in training.
2. Capital needed.
3. Prospects of employment after the war.

In order to ascertain what openings there might be abroad for women now employed as clerks in England, information has been obtained from Emigration Societies, and from representatives from the Colonies, India, Egypt, France, &c. The lack of shipping seems to foreshadow a great difficulty in emigration, for at any rate some months after the war ends, and the prospects for educated women according to the Emigration Societies' Reports, do not appear bright. In India the rate of pay is low both for teachers and clerks, there is already a greater supply than demand for such work among the educated Hindus and Eurasians. There may, however, be some need for highly-educated women as governesses for girls in the families of natives of high rank with a desire for English culture. In the Colonies, also, there is apparently already a supply of women sufficient for the demand, except for teachers, who are needed particularly in the Prairie schools in the West of Canada.

In France at the present time there is a great demand for English clerks and for teachers of English, and there is every likelihood that this demand will increase after the war, as it may in Italy also. The Joint Committee has ascertained what training and preparation would be the best for women who wish to teach in these countries or to act as foreign secretaries and clerks in banks, &c.

The need for the spread of English industries in Russia is, of course, now a matter of uncertainty, though of great importance, but the question as to whether or not there will be need of English women clerks there in the future must be kept in mind.

It is felt that there will be an ever-increasing need of women suitable for voluntary work on Committees in connection with Local Government work, on Educational Bodies, even more for Care Committees, for Boys' and Girls' Clubs. If some Centre could be formed in every town, apart from existing organisations, but co-operating with all, where all demand for voluntary workers could be collected and made known, a great deal could be done to bring home to those women who do not need or wish to work for money, that there is still need for their work and for every kind of worker. The Committee do not wish in any way to deter or discourage any woman from taking paid work, but rather to attract those who would otherwise do nothing. Great emphasis is laid on the point that if paid work is undertaken it should be at the standard rate of pay.

In all such considerations it has been felt by the Committee that the great difficulty will be in spreading the information when found among the women and girls who are leaving their work. The Employment Exchanges as at present constituted do not undertake the necessary advisory work. It has therefore been proposed that

Advisory Panels of women should be formed after the fashion of the Juvenile Advisory Committees. The women on these Panels should be chosen for their knowledge of women's work, and labour conditions, and should sit in turn to give advice to all who want work as they leave the Government Departments. They should have all the knowledge available as to alternative trades, be sympathetic and courteous to the applicants, and be able to sum up their suitability for the work chosen. This scheme has been sent up to the Reconstruction Committee, and it is hoped, that if adopted, it will do much to help those who are forced at the end of the war to find other avenues of work.

Meanwhile the Joint Committee continues :—

1. To watch the conditions of work for women clerks and to investigate likely openings after the war.

2. To find means of organising a clearing-house for voluntary workers.

3. To push on the formation of Advisory Panels either in connection with the Employment Exchanges, or, in the Government Departments themselves, and the businesses where large numbers of clerks are likely to be discharged.

REPORT ON THE INDUSTRY AND MOTHERHOOD ENQUIRY.

PART II.

MOTHERS AND LAUNDRY WORK (*concluded*).

WHEN our packet of 72 case papers came to be examined for the enumeration of children born, surviving or dead, two cases had to be eliminated because the mothers had not worked during their years of child-bearing, and 14 because the information was possibly incomplete. In most of the latter the uncertain point was whether or no any children in the family had died. If I had assumed that in every instance where no deaths were reported none had occurred the proportion of survivors would have appeared more favourable than it now does, and I have little doubt that the true figures are rather more favourable.

In the 56 remaining cases there were 7 women who had no children. The other 49 mothers had among them 270 children, of whom 81 had died and 189 had lived. The average of surviving children per family was, therefore, 3.85. But 19 mothers of the 49 had lost no child and these had among them 73 children, an average of 3.84. Thus 30 mothers were left who had among them 197 children of whom they lost 81. The average of surviving children for these 30 families was 3.86.

Among these 30 mothers the three who have lost most children are No. 31 (8 children out of 11), No. 44 (10 out of 11), and No. 12

(9 out of 15). It may be of interest to examine the facts of these three cases. No. 31, about 45 years old, was married, while young, to a young man who, a few years later, left her a widow with two small children. She by and by married a man eighteen years her senior, who was not strong and whose work appears to be irregular. Of their nine children only one (7 years old) was living. All the rest had died, mostly at about 3 months old, of consumption of the bowels, one surviving to 7 months old and then succumbing to gastric catarrh. These children had medical attendance and the mother paid an extra price to have them well cared for in her absence. Her elder children (20 and 21 years of age) were alive and strong. In this instance the delicacy of the children is pretty obviously due, not to the mother's work, but to the father's ill-health and comparative old age—she said, indeed, that the doctor told her so.

No. 44, 58 years old, the daughter of a consumptive father, had been prosperous in the early years of her marriage, and was not at work when most of her children were born. Her husband, whose employment made great demands upon his strength, lost his health, and was an invalid for seven years before his death. She then went to work as an ironer and reported that she never found the work heavy and that she had a considerate employer. Of her eleven children the only survivor was in the army. All the others had died of consumption, generally while young, but one daughter at 29. If the family prosperity had continued, or if the children had been less numerous, so that it was possible for all to be well nourished, the death-roll might perhaps have been less. But here, again, not the mother's work, but a hereditary tendency aggravated by poverty appears as the predisposing cause.

No. 12, about 47, was a rough, rather untidy, over-worked woman, who said of herself that she was " no scholard "—a description which may be taken to mean that she could neither read nor write. Of her husband we have no particulars except that he was when we saw her a prisoner of war. Of her fifteen children nine had died, exclusive of a son killed in war, and she had also had two miscarriages. She had habitually worked to the time of her children's birth. Though hardly any details were obtained, the family seems to have been always poor, and at the time of our visit was ill-housed. In this case we have no record of the parents' health ; but it is fairly evident that the children of so ignorant a mother—especially when they are so very many—have not as good a chance of life as if she were better informed. An element of overwork is clearly also present. While we cannot definitely say that the woman's work was of the wrong kind we may say that she worked too much.

If we remove from our list these three abnormal families we shall have 27 mothers who had had among them 160 children and have lost 54. The average family now appears as 5.92 ; the average of deaths 2 per family ; and the average number of survivors as 3.92.

Three families had lost elder children born at a time when the mother went to work, while younger children born after she ceased

to do so had lived ; but in one of these the mother and the surviving child, as well as the two children who died, were delicate ; and one case appears in which the mother did not work at the time when her first two children, both of whom are dead, were born, but went to work during the time when the younger ones were born, who lived and were healthy.

A remarkable case, not included in our papers for lack of details, is that of a woman whose one surviving child is the youngest of fourteen, and is perhaps the very healthiest and fullest of life of all the healthy and promising children whom we saw in Acton—a little boy who would have been noticed among any collection of children. At his birth his mother had for the first time remained at home and although he was over a year old had not yet returned to work. She looked healthy and said, in answer to an inquiry, that her husband was not delicate. We felt that a good deal more knowledge was required to elucidate the real significance of this history ; but neighbours were standing by, and in such circumstances the prudent investigator abstains from too many questions about intimate private concerns.

Six of the nineteen women who lost no children had worked up to the birth of children. No. 46, a good looking, tidy, intelligent, able woman, married to an asthmatic, crippled labourer, has done so, under economic pressure, on some occasions ; but her health has always been good and her eight children are all strong and doing well. She avoided drying and took to ironing during pregnancy.

No. 60 has a husband whose employment is uncertain. She had worked until the births of her six children, had suffered from an ulcerated leg and from erysipelas, and attributed both illnesses to doing so.

No. 61, No. 66, and No. 67 were all prosperous, superior women, all well, and mothers of healthy children. Evidently any of them could if she had chosen have stopped work for a month. No. 67 was of opinion that ironing was "good for you." All the children are reported well ; those we saw looked conspicuously healthy. No. 72, whose four children are reported "beautifully strong and clean," and her home "very clean and well kept," had had three miscarriages. In her case, too, there was no pressure of necessity.

At an early stage of the investigation we felt that to obtain facts solely about the women engaged in the particular industry was not enough ; some term of comparison was needed. We determined, therefore, to visit also some mothers living in the same streets but not going out to work, and to compare the conditions—especially the conditions of children—in the two groups of families. In several instances we found that such mothers had formerly been laundresses and the line of classification was somewhat difficult to draw. The children whose mothers stayed at home were not visibly healthier or better kept than those of the more prosperous laundry-workers, but they were more intelligent for their age. Whether, or how far, this

comparative precocity is advantageous to utlimate development I cannot venture to pronounce; I merely note that, judging by what we saw in Acton, small children who spend their time with their mothers are more of persons and less of babies than those who do not.

Quite early in our round of visits to mothers at home I began to suspect that the term of comparison for which we were seeking was eluding us. To deduce conclusions upon one point from a comparison of two groups of facts it is necessary that the two groups should be alike in all other respects; and our two groups failed in this preliminary. Except in two or three cases, where either they or their children were conspicuously delicate, the mothers who stayed at home were the better-off mothers. They stayed at home because they could afford to do so; and almost without exception the steadiness or regular employment of husbands is noted. Clearly these factors must influence the health of such husbands' children. Among 18 mothers there had been 70 children, of whom only 4 had died—all in infancy. In two families there were 7 living children; in 3, 6; and in 3, 5. The average number of surviving children per family was 3.66.

I feel that the figures presented in this brief report may easily lend themselves to misleading use. It is my firm conviction, after seeing a majority of the women and poring over every case-paper, that they prove nothing, either way, as to the effect of laundry work upon maternity. But, although no conclusions have been established, a pretty strong impression has been left upon my own mind as to what the influences adverse to healthy motherhood really were among the women visited. They were, I believe: (*a*) hereditary weakness of health on the part of one or both parents; (*b*) poverty, with all its secondary evils of under-nourishment, inferior housing, and overwork. A steady, industrious, affectionate husband (and, happily, many Acton husbands are evidently of that pattern) is also a valuable factor in the well doing both of mother and children.

Thus if any moral at all emerges from our pilgrimages up and down the breezy slopes of Acton it is the need of a national crusade for the improvement of health and the diminution of poverty.

REVIEW.

Women in Industry After the War. By B. L. Hutchins. "Social Reconstruction Pamphlets, No. III." (*The Athenæum Literature Department*, 10 Adelphi Terrace, W.C.2.) 6*d*.

Miss Hutchins's 'Women in Industry After the War' is a word of warning substantiated by fact. No time is wasted in enlarging upon or rejoicing over the present improved position of women in industry. "The position is improved," Miss Hutchins admits, "but...," and with that "but" her pamphlet is concerned.

Not that she takes in any way a gloomy view of the situation. Her first chapter is largely interested in producing reasons why the

dangers of labour disorganisation are less to be dreaded now than ever before. At the same time Miss Hutchins clearly perceives that the present improvements in woman's industrial position are certain only for the duration of the war, and that even more certain is that transition period of trade oscillation and economic unrest which must intervene between the cessation of hostilities and the re-establishment of industrial peace conditions.

In particular there are two great dangers which Miss Hutchins anticipates. One is the advent of a period of industrial chaos—and the consequent enormous increase in unemployment—when war industries have ceased and peace industries have not yet been started or revived—in short, when there is not enough work to go round. She finds consolation in the hope of a decrease in the number of women seeking industrial employment. "Some women now working will become the wives of the soldiers who return to civil employment, and in many cases will prefer to leave their outside work. Some married women who resumed employment before the war may probably drop it again. The women who have been employed in munition work, nursing, &c., from patriotic rather than economic motives, will in at least some cases leave paid work." It is improbable that we can count on such a decrease to any large extent, for it is a very small proportion of war workers whose work is now entirely due to motives of patriotism and not also in part to financial necessity. At the same time Miss Hutchins balances her optimism on this score by perhaps a slight over-estimation of the industrial dislocation likely to follow the signing of peace. Demobilization must be very gradual, suspended trades must revive very soon, and a large number of war trades and reconstruction trades will be required for several years. But one crying need the author in no way exaggerates. That is the need for increased fluidity of labour. Even if after the war there be work enough to go round, the centres of post-war industry will not necessarily be the centres of war industry, and, as Miss Hutchins says, "everything possible should be done for the transference of employment, for the mobilisation of workers from the area of slump to the area of boom."

The second danger with which 'Women in Industry After the War' is concerned is the danger of State control transforming itself into capitalistic control. "A greater peril lies in the probability that reconstructive measures after the war will be taken ostensibly by the State, but really in the spirit of a hard and unimaginative capitalism." This would tend to result in the sacrifice not merely of the material advantages of the worker, but also of the worker's separate individuality, upon the altar of industrial efficiency. Men will be to a great extent in a position to resist this tendency through their trade unions. Women must be organised also. Statistical information regarding the number of women industrial workers and of organised women is defective, but, according to the most creditable figures, the number of women employed in industry, professions, &c., a year ago was 4,344,000, of whom perhaps 20 per cent are organised.

These figures take no account of the totally unorganised class of domestic servants, which before the war numbered some two million. Obviously then there is room for an enormous amount of work to be done in organising women workers, and Miss Hutchins makes several valuable suggestions as to how this can be done.

This work of organisation must necessarily be slow, and meanwhile there will be the interests of unorganised women workers to care for and protect. Before the war women and young persons came under the Factory Acts, but " during the war the regulations of the Factory Act have been largely set aside, in order to give the manufacturers full opportunity to comply with the urgent demands of the Government for the material and accoutrements of war." After the war there may be a difficulty in restoring the suspended regulations, and in any case the question will require the gravest consideration. " It would be a good opportunity," as Miss Hutchins says, " for a comprehensive reconsideration of the Factory Act, such as has not taken place since the Royal Commisssion of 1876." Not only is a revision of the Factory Act urgently required, but also the provision of an adequate staff of officials to ensure that its regulations are put into force.

A matter for particularly careful legislation is the health of the working woman at home, on which must depend both her efficiency as a worker and her general value as a citizen. Miss Hutchins devotes a chapter of her pamphlet to considering this important subject and enters with some detail into the causes of the industrial woman's ill-health and possible remedies.

The great virtue of Miss Hutchins's pamphlet is that it lays the responsibility of the reconstruction of women's work neither too much on one side or the other. It emphasises alike the duties of the employer and of the employed, and is insistent on the need for the development of a social self in both worker and master. In short, it is a pamphlet that should be of use and of interest to every one, since it is not on the knees of the gods alone that the industrial fate of women lies. Rather it is on the knees of every man or woman who will be concerned with the task of building up the future of British industry. And that is equivalent to saying of every self-respecting citizen of the Empire.

INEZ M. FERGUSON.